Impianti Sistema Gel S.r.l. (ISG), a company established in 1951 under the Italian Law, is active worldwide in the provision of skid mounted gas and liquids treatment plants.
In house capabilities for engineering design, procurement, project management and fabrication supervision, start up and aftermarket services allow the company to fulfill Clients' requirements in many industrial sectors: Oil & Gas, Chemical and Petrochemical up to the Energy Transition including clean fuels and carbon capture.
The above sectors are the most demanding in terms of competitiveness, plants' reliability and availability, safety and time to market.
So, the Management of ISG is totally convinced of the usefulness and importance of setting up the Environment and Safety Policy through this document and the documentation of the Company Management System as a framework for promoting Health, Safety and Environment (HSE) culture within the company.

Company HSE Policy is based on the following principles:

PURPOSE OF THE COMPANY

ISG offers skid mounted fluids treatment plants on EPC basis; plants are in house fully engineered and fabricated under company's supervision.

MISSION OF THE COMPANY

To create value, in its economic and reputational exception, for ISG's people, for shareholders, for our customers, through an ethical approach to business that respects people's individuality and industrial relations with customers and suppliers.

HEALTH AND SAFETY

ISG regards people as the most valuable asset while continuing its activities and attaches importance to the health of its employees and considers ensuring that its employees work in a healthy and safe environment as one of its top priorities within the framework of its sustainability policies.
Our Occupational Health and Safety policy consists of the following topics:

- ISG' s number one priority is to ensure that the health and safety of all its employees is upheld. All employees have responsibility for their own health and safety and the others who may be impacted from their works and meet requirements of health and safety regulations and legislations.
- ISG will provide and maintain safe and healthy workplace to ensure that work environments is safe and safe systems of work is provided for all employees.
- ISG will provide suitable and sufficient information, instruction, training and supervision as is necessary to employees, visitors and other interested parties including partners and suppliers.
- Top management is accountable for all health and safety matters. To ensure this policy is implemented and maintained so that ISG keeps with the requirements of ISO 45001:2018 standards, they will ensure that sufficient resources, are available, as so the policy and arrangements can be implemented effectively.
- ISG will ensure all Personal Protective Equipment is supplied free of charge to all employees.
- ISG consult with all employees on a day-to-day basis on health and safety matters.
- ISG will ensure sufficient risk assessments and method statements where required are carried out and reduce risk and eliminate hazards wherever possible.
- ISG will ensure to improve existing investments that will minimize occupational health and safety risks.
- ISG will be constantly committed to make continuous improvements by using appropriate technological equipment regarding occupational health and safety.
- ISG will promote the health and safety culture among its Partners and Suppliers

ENVIRONMENT

ISG and its management are deeply committed to environmental sustainability and are aware of the responsibility to protect and preserve the natural environment in every aspect of its operations. As a leading company, ISG recognizes the significant impact its activities and plants provided can have on ecosystems, habitats and communities. That's why we promise to integrate environmental considerations into every phase of our projects, from planning to construction, installation and beyond.

Our Environmental protection policy consists of the following topics:

- ISG and its management are committed to the prevention of pollution in all activities undertaken.
- ISG prioritizes plants design to reduce environmental impact, by means of specific input for design, installation, operation, service and maintenance of fluids treatment plants.
- ISG audits the environmental performance within the company.
- ISG during plants process and mechanical design, we will endeavour to protect the Environment where possible, where this is not possible, ISG will endeavour to reduce the impact on the environment.
- ISG will drive continual improvement aiming at a sustainable use of natural resources and energy.
- ISG will support behaviours for reducing the production of waste, wherever possible, by reusing or recycling it, reducing energy consumption, preventing the possibility of pollution, in particular due to emissions of pollutants into the atmosphere, providing waste disposal in accordance with current legislation.
- ISG will promote the environmental sustainability culture among its Partners and Suppliers.
- ISG will pursue continuous improvement of existing technology, infrastructure and equipment in order to reduce risks of any negative environmental impact.

COMMITTMENT

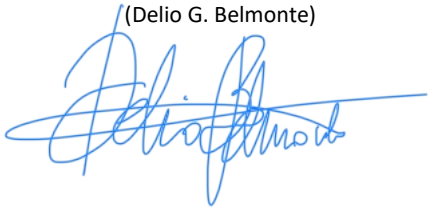
To achieve the objectives, the ISG's Management undertakes to:

- ensure that Health, Safety and Environment Policy is supported at all levels of the Company's organisation.
- involve and consult collaborators on issues related to safety at work (including through the Representative of Workers for Safety) and on issues related to the environment.
- ensure the human and instrumental resources necessary to achieve the company's objectives.
- encourage the improvement of the individual skills of each employee and to establishment of the best business climate.

In addition, the Management undertakes to:

- consider health, safety and environment aspects as essential elements in the definition of new activities or in the review of existing activities.
- train, inform and raise awareness among all employees so that they can carry out their tasks safely, in compliance with the requirements to reduce the environmental impact of company activities and in the awareness of the individual responsibilities of each within the Corporate Management System;
- involve the entire structure, according to its powers and competences, in the achievement of the objectives assigned, including those on Health and Safety and Environmental Management.

The disclosure of the Company Policy, as well as the objectives, is through the distribution of this document and the documentation of the Company Management System.

Baranzate, 9th December 2025

Chief Executive Officer
(Delio G. Belmonte)